

KING'S LEADERSHIP
ACADEMY WARRINGTON

TEACHER OF
ENGLISH

RECRUITMENT PACK

PART OF



GREAT SCHOOLS
TRUST



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Thank you for your interest in a position within the Great Schools Trust family of schools. The Great Schools Trust is an education charity with a proven track record of successful school start-up and improvement. The Trust is a highly innovative, inspirational and ambitious organisation, transforming the lives of children and young people through its unique, values-driven approach to education.

We are seeking an outstanding candidate who can realise the highest quality of services to support our educational vision, strong leadership and effective support to colleagues, enabling the Trust to achieve the best possible outcomes for students. This is an exciting and very rewarding role and we look forward to receiving your application.

Yours faithfully

Shane Ierston

CEO

OUR VISION

To develop a family of Great Schools that allow all students, irrespective of starting point or background, to access university or a career of their choice and succeed in life.



PRINCIPAL'S WELCOME

Welcome to King's Leadership Academy Warrington, a non-selective free independent school in the state sector that provides a world class education for the young people of Woolston and Padgate. King's Warrington is founded on international research and traditional values, with a huge focus on leadership and academic development.



Our vision is **“To develop in each of our students the academic skills, intellectual habits, qualities of character and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world.”**

At King's Warrington, we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which translated from Latin literally means 'we believe.'

We believe in appointing only the very best teachers and staff who are committed to serving the students and parents of this community. We believe in having the highest expectations of ourselves and our students as well as accepting no excuses for under performance. We believe that our school exists to shape the life chances of all our students in order that they can attend the best universities or places of employment in the years to come. We believe in fully supporting our students throughout their education.

King's Warrington is unique in that we have developed a highly personalised approach to our provision and teaching. Our smaller class sizes and year groups afford us tremendous opportunities to truly nurture and develop the academic and creative talents in all our students.

As Principal, I am privileged to be part of such a fabulous team of staff who are 'mission driven' in their goal to ensure that the education provided here is second to none. I welcome you to the Academy and hope that you find the information in this pack informative.

Mr Umar Hussain

Principal



Teacher of English

Location: King's Leadership Academy Warrington

Reporting to: Faculty Lead

Working at King's Warrington

King's Leadership Academy Warrington is seeking to appoint an ambitious and enthusiastic teacher to join the English department. We are looking for someone who is an excellent classroom practitioner, who empowers others, who values individuals and has demonstrable credibility established through previous impact.

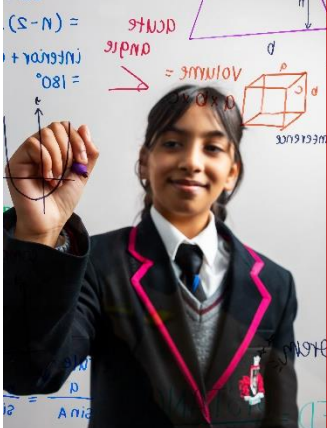
We are a school centred in our Aspire Values – Achievement, Aspiration, Self-awareness, Professionalism, Integrity, Respect and Endeavour. It is these values that drive our behaviours and relationships, a lingua franca that helps to bind our community together. King's is a vibrant school which enjoys a strong sense of community amongst both staff and students.

We are looking to appoint an ambitious, highly motivated individual who loves their subject and shares our vision for making all students successful citizens in tomorrow's world.

Visits to our academy are encouraged and welcomed before applying for this post.

Key Benefits

- A trust that prioritises the well-being of its staff
- Flexible working opportunities
- Highly competitive salaries
- Access to the Teacher Pension Scheme and Local Government schemes
- Generous holiday entitlement of 30 days for support staff
- BUPA Employee Assistance Programme which provides access to tools to help manage well-being along with services such as counselling and access to a child and dependent care helpline
- Good occupational sickness and maternity/paternity schemes
- A unique approach to Performance Leadership
- A commitment to personal and professional development with training and support for each staff member
- The opportunity to develop your career within and across the Trust academies
- Salary sacrifice scheme - Cycle to Work.





Job Purpose

It is expected that the successful teacher will meet and uphold the National Teacher Standards, be fully committed to the Trust mission and vision whilst demonstrating strong emotional intelligence and the following qualities:

1. Strong subject knowledge and a passion for sharing it within the classroom
2. Mutual respect for young people and a commitment to enabling them to fulfil their potential
3. Ability to plan lessons in response to students' ability and to address misconceptions
4. Ability to foster a safe climate for learning where everyone can contribute and succeed
5. A commitment to regular professional development to hone classroom practice
6. A willingness to accept feedback as part of the Trust's People-centered leadership offer.

Job Description

It is expected that the teacher will be hard-working, resilient and demonstrate the following qualities:

Core Competencies

- Degree level qualifications and appropriate route into teaching
- Passion for subject and ability to convey this to young people
- Share and uphold the beliefs of Great Schools Trust through strong moral values.
- Be committed to your own professional development and the application of learning theories in the classroom
- Have high expectations for yourself, colleagues and pupils
- Show respect to other colleagues; treating others as you would like to be treated
- Fully attend and complete ECT and/or induction programmes.

Teaching & Learning

- Undertake an appropriate programme of teaching at the academy
- Use your non-contact time appropriately (e.g. student feedback/assessment, walkthroughs, supporting colleagues)
- Assist in the development of appropriate learning plans, resources, schemes of work and teaching strategies in your curriculum area
- Contribute to the curriculum area you teach and support the department's development plan as required by your leadership link
- Attend appropriate meetings and training
- Teach students according to their educational needs, including the personalisation of resources or approach where appropriate in line with individual support plans (SEND)
- Review your students' progress based on various performance indicators such as assessment data, homework, feedback from other teachers and parents etc.
- Respond to the performance of the children, re-teaching or explaining aspects of work that have been misunderstood
- Ensure that your lessons are planned in accordance with the department approach and long-term curriculum planning



- Adhere and comply with all relevant external examination board regulations and specifications in your subject area
- Participate in the academy's supportive procedures for learning checks
- Take personal responsibility for your own career development by participating fully in the Trust People-centered leadership programme and school CPD programme.



Strategic Planning

- To actively monitor and follow up on student progress in your class based on various performance indicators such as assessment point information, homework, feedback from other teachers and parents etc.
- To respond to the performance of the children, re-teaching or explaining aspects of work that have been misunderstood
- To ensure that work in the curriculum area fully reflects the school's distinctive ethos and mission.
- To review student performance in light of your own teaching.
- To aspire to become a leader or master teacher so that you can have a bigger impact on the lives of more children.



Quality Systems

- To participate in the academy's supportive procedures for learning checks
- To ensure the effective operation of quality control systems such as work submission or controlled assessment, if appropriate
- To set improvement targets within your subject area and to work towards their achievement
- To seek improvement and self-development as a practitioner
- To support other colleagues with their practice in areas that you have developed strengths.





Person Specification

Qualifications & Experience

- Qualified Teacher Status (QTS) or equivalent recognised teaching qualification (E)
- A degree in a relevant subject area (E)
- Experience of teaching in the relevant key stage or undertaking route into teaching (E)
- Evidence of ongoing professional development in education and teaching practice (E)
- Additional qualifications in specific subject areas or special educational needs. (SEN) (D)

Knowledge & Understanding

- Awareness of safeguarding procedures and commitment to promoting the welfare of young people (E)
- Strong understanding of the national curriculum and assessment frameworks (E)
- Knowledge of effective teaching and learning strategies (E)
- Understanding of child development and how to support students' academic, social, and emotional growth (E)
- Knowledge of current educational research and how it can be applied in the classroom (D)
- Familiarity with the use of technology to enhance teaching and learning (E)
- Knowledge of how AI can be used to further enhance education. (D)

Skills & Abilities

- Excellent classroom management skills, with the ability to create a positive and inclusive learning environment (E)
- Strong communication skills, both written and verbal, with the ability to engage effectively with students, parents, and colleagues (E)
- Ability to plan, deliver, and evaluate high-quality lessons that meet the needs of all students (E)
- Effective use of assessment to monitor progress, provide feedback, and inform future teaching (E)
- Ability to work collaboratively as part of a team and contribute to the wider school community (E)
- Ability to lead co-curricular activities or contribute to school initiatives. (E)
- Awareness of how to use data to drive improvements in student outcomes. (D)

Personal Qualities

- Passionate about education and committed to making a positive difference in students' lives (E)
- Reflective and open to feedback, with a willingness to continuously improve and develop professionally (E)
- Resilient, adaptable, and able to manage workload effectively in a dynamic school environment (E)
- Strong sense of integrity, professionalism, and commitment to upholding the trust's values and ethos (E)
- Creative and innovative in approach to teaching and problem-solving (D)

- Ability to build positive relationships with students, fostering a love of learning. (D)

Additional Requirements

- Satisfactory completion of all pre-employment checks, including enhanced DBS clearance (E)
- Compliance with the Trust staff communication and social media policy (E)
- Compliance with the school code of conduct (E)
- Commitment to equality, diversity, and inclusion in education (E)
- Willingness to participate in and contribute to wider school events, meetings, and professional development opportunities. (E)

King's Leadership Academy Warrington is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check and satisfactory references.

(E) - Essential, (D) - Desirable





Terms

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. This job description is current but may be reviewed at any time and following consultation with you may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and scale.



This appointment is with the Local Academy Council of the School, with the Trust as employers. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Contract'. This Job Description is not intended to be either prescriptive or exhaustive: it is issued as a framework to outline the main areas of responsibility. The trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for applicants who may have a disability or continued employment for any employee who develops a disabling condition.



References & Pre-Employment Checks

We will seek references for candidates once the position has been offered and we may approach previous employers for information to verify particular experience or qualifications before interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline.



Our Commitment to Safeguarding

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- Two **satisfactory references**, one of which must be from your most **recent employer**
- Proof of **identity, address** and **right to work** in the UK
- Verification of relevant **qualifications**
- Candidates who have worked or been resident **overseas** for three months or more within the last five years will be subject to **criminal record checks** from the relevant **jurisdiction(s)**
- Verification of **medical fitness** for the role



- Confirmation that the applicant is not named on the **Children's Barred List**, administered by the DBS
- A satisfactory **enhanced disclosure** from the DBS
- Satisfactory completion of the **probationary period**
- Candidates in **managerial roles** will be subject to a **Prohibition from Management check** (Section 128 check)
- **Prohibition** check (where applicable).

